

**ALLAMA IQBAL OPEN UNIVERSITY ISLAMABAD**  
**(Department of Business Administration)**

**WARNING**

1. **PLAGIARISM OR HIRING OF GHOST WRITER(S) FOR SOLVING THE ASSIGNMENT(S) WILL DEBAR THE STUDENT FROM AWARD OF DEGREE/CERTIFICATE, IF FOUND AT ANY STAGE.**
2. **SUBMITTING ASSIGNMENTS BORROWED OR STOLEN FROM OTHER(S) AS ONE'S OWN WILL BE PENALIZED AS DEFINED IN "AIOU PLAGIARISM POLICY".**

**Course: Management & Organization (5569)**

**Semester: Spring, 2024**

**Level: Executive MBA/MPA**

**Please read the following instructions for writing your assignments.**

**(AD, BS, BEd, MA/MSc, MEd) (ODL Mode)**

1. All questions are compulsory and carry equal marks but within a question, the marks are distributed according to its requirements.
2. Read the question carefully and then answer it according to the requirements of the question.
3. Avoid irrelevant discussion/information and reproducing from books, study guide or allied material.
4. Hand written scanned assignments are not acceptable.
5. Upload you typed (in Word or PDF format) assignments on or before the due date.
6. Your own analysis and synthesis will be appreciated.
7. Late assignments can't be uploaded at LMS.
8. The students who attempt their assignments in Urdu/Arabic may upload a scanned copy of their hand written assignments (in PDF format) on University LMS. The size of the file should not exceed 5 MB.

**Total Marks: 100**

**Passing Marks: 50**

**ASSIGNMENT No. 1**

- Q. 1** How does an understanding of management theories contribute to effective organizational behavior and performance? Discuss with examples how concepts such as leadership styles, motivation theories, and decision-making frameworks intersect within organizational dynamics. **20**
- Q. 2** Investigate the impact of individual personality traits on workplace behavior and performance. How can managers leverage personality assessments to build diverse and high-performing teams? Provide examples of strategies that effectively harness individual differences to enhance organizational outcomes. **20**
- Q. 3** Analyze the role of decision-making models in organizational management. Compare and contrast rational, bounded rationality, and intuitive decision-making approaches, highlighting their respective strengths and limitations. Provide real-world examples where each model has been successfully applied in different organizational contexts. **20**

- Q. 4** Evaluate the relationship between organizational structure and leadership effectiveness. How does the design of organizational structures, such as hierarchical, matrix, or flat structures, impact leadership styles and decision-making processes? Provide examples of successful leadership strategies within different structural frameworks and their implications for organizational performance. **20**
- Q. 5** Explore the dynamic interplay between organizational environment and power politics. How do factors such as industry competition, regulatory landscape, and socio-cultural trends shape power dynamics within organizations? Discuss the implications of power politics on decision-making processes, resource allocation, and organizational culture, drawing on relevant theoretical frameworks and empirical evidence. **20**

## **ASSIGNMENT No. 2**

**Total Marks: 100**

**Pass Marks: 50**

This assignment is a research-oriented activity. You are required to prepare a detailed report of about 3000 words on the topic allotted to you to be submitted to your teacher for evaluation.

You are required to select one of the following topics according to the last digit of your roll number. For example, if your registration number is 18-IDM-3427183 then you will select topic # 3(the last digit): -

### **List of Topics:**

0. The Importance of Effective Communication in Organizational Success.
1. Understanding Change Management Strategies in Modern Businesses.
2. Exploring the Role of Motivation in Employee Performance.
3. Ethical Leadership: Principles and Practices in Today's Workplace.
4. Analyzing the Impact of Technology on Organizational Culture.
5. Strategies for Building High-Performance Teams in Organizations.
6. The Influence of Organizational Structure on Decision Making.
7. Balancing Work-Life Integration: Challenges and Solutions for Managers.
8. Managing Conflict in the Workplace: Techniques and Best Practices.
9. Diversity and Inclusion: Promoting a Positive Organizational Climate

### **GUIDELINES FOR ASSIGNMENT # 2:**

- 1.5 line spacing
- Use headers and subheads throughout all sections
- Organization of ideas
- Writing skills (spelling, grammar, punctuation)
- Professionalism (readability and general appearance)
- Do more than repeat the text
- Express a point of view and defend it.

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